

Full Time PICC / FO Employment Offer / 2009

1. Minimum Requirement

Requirements (hrs)	PICC (see note 1)	First Officer
- total flight time	4,000	1,000
- PIC	More than 500 hours on jet>25t, preferably on Boeing or Airbus A/C	Not required
- License	Full ATPL with no limitation, preferably with rating on Boeing or Airbus Type	
- Medical	Current Class 1 Medical certificate	
- age limit	Current rated on B747-400: under 58 Non-Type rated on B747-400: under 57	

2. Terms and Conditions

To satisfy the needs of as many pilots as possible, Jade Cargo International, hereunder called JI, offers a residence package and a commuting package. The residence package is geared towards pilots and their families who want to participate as much as possible in China. Pilots who started with the commuting package can convert to the residence package at any time.

Operator	Jade Cargo International, a joint venture of Shenzhen Airlines (51%), Lufthansa Cargo (25%) and DEG (24%), a German investment bank
Base	Shenzhen, China
Start Date	Flexible, based on your requirements.
PICC	Pilot in Cruise Command. A fully qualified First Officer including left hand seat training who relieves the captain during cruise flight according to CAAC regulations
Contract Term	Indefinite term upon successful completion of probation period.
Payment terms	Ji will transfer the money to an account at Bank of China. All payments are in RMB.
China tax	All payments to you are made after Chinese tax has been deducted and paid on your behalf.
Insurances	<ul style="list-style-type: none"> ▪ Health: Ji pays you an allowance to maintain the insurance policy of your choice. It is the responsibility of the pilot to maintain a valid health insurance while working for Ji. In case of failure to do so, the pilot is liable for all financial losses incurred by Ji. The policy is to be presented when signing the employment contract. ▪ Loss of license: Ji holds appropriate insurances. Details can be disclosed on request.
Per Diem	Per diem is paid on a monthly basis with your salary e.g. RMB 22 per out of base hour.
Annual Pay Increase	There is a steady annual progression for all positions within the scheme.
Private Travel	After an initial waiting period of 6 months, the following arrangements are available: <ul style="list-style-type: none"> ▪ Residence Package

	<ul style="list-style-type: none"> ▪ Year 1-3: one free of charge, booked flight home with family, economy class ▪ Year 4-5: one free of charge, booked flight home, business class ▪ Year 6 on: two free of charge, booked flights home, business class ▪ Commuting Package <ul style="list-style-type: none"> ▪ Six free of charge, booked flights home, economy class tickets per year ▪ In addition, every pilot may purchase <ul style="list-style-type: none"> ▪ Standby ID90 tickets in the Lufthansa Cont-Region ▪ In case of reasonable exception (i.e. urgent family matters) standby ID90 Lufthansa tickets worldwide
Block hours	There will be a guaranteed pay equivalent to 65 block hours based on the hourly scheme.
Type rating costs	Jl will pay for your B744 type rating on the condition that at the time of signing your employment contract and a training bond of 3 years will also be signed.

3. Compensation & Benefits

All payments are in RMB

- Monthly Basic Salary (65 Block Hours) See note 1	Minimum RMB 41,300 Maximum RMB 65,020	Minimum RMB 41,300 Maximum RMB 65,020
- 66 -80 Block Hours	700 / Block Hour	700 / Block Hour
- Over 80 Block Hours	1,400 / Block Hour	1,400 / Block Hour
- PICC Supplement	RMB 75 per block hour	Nil
Reduction before Line Checkout	See note 2	
- Housing allowances	Residence Package: 10,000 Commuting Package: 8,000	
Medical	Up to 2,200	
Additional family member	370, up to three family members	
Pension fund contribution	Residence Package: 2,960 Commuting Package: 1,480	
On time relocation	100% (Most Economical Way)	
Furniture Supplement (Residence Package Only)	15,000	
Per family member	5,000 per family member, up to three family members	
Education	Up to RMB 12,000 (at int'l school SZX) per child	
Private travel	Booked flights home and ID90 tickets	
Days off and Annual Leave		
- annual Leave	Residence package: 35 , Commuting Package: 30	
- monthly minimum	10 days off	
- monthly consecutive (within minimum)	Residence package: 4 , Commuting Package: 8	

Note 1:

The entry monthly basic salary for PICCs & FOs are based on the pilots' flight hours on jets over 25t (MTOW).

Note 2:

There will be a salary reduction before line checkout

If required documents not ready or didn't pass the first ATPL test: 20% will be paid

From all documents ready to Chinese license and crew pass issued: 50% will be paid

From the start of the line training until the successful completion thereof: 70 % will be paid

Line Checkout: Full Salary will be paid

4 Contacts

The above mentioned information is an abbreviation for your reference. The actual signed contract will be the governing one.

If you have any questions regarding the terms and conditions, please get in contact with Compensation & Benefits Specialist Ms. Vivian JIANG via jiang.feifei@jadecargo.com;

If you have any questions on the recruitment process, requirements and the position openings, please get in contact with the Teamleader Pilot Recruitment Mr. Alex LIU via liu.zize@jadecargo.com.